



# Season's Greetings from the staff of the



UNIVERSITY OF TORONTO

# Bulletin

No. 10 38th year

Monday, December 17, 1984

## Faculty get interim increase as salary negotiations continue

Full-time faculty members and librarians will receive a lump sum increase of two percent in their December paycheques, which will be deposited on Dec. 20. The increase is retroactive to July 1 and covers the period to June 30, 1985.

At press time, the administration and the University of Toronto Faculty Association (UTFA) were still negotiating a 1984-85 salary settlement. If they could not settle by Dec. 15, this year's salaries were to be negotiated along with next year's in a two-year package.

In the meantime, the faculty association has accepted the administration's

offer of an interim payment of an increase of two percent across the board on June 1984 salaries calculated for a full 12 months. When settlement is reached, the interim payment will be counted as equivalent to two percentage points of economic increase.

The association had asked for an economic increase of 4.2 percent plus a merit pool. The administration offered the five percent increase provided for in the 1984-85 budget (2.08 economic, 2.75 merit and 0.17 benefits) but indicated it was willing to consider recommending a settlement that was modestly above the five percent provincial guideline figure.

## Affirmative action funding by gov't may extend to U's

by Judith Knelman

There are indications that universities will be eligible to apply for incentive grants from the Ontario government designed to encourage the establishment of affirmative action programs in the public sector. The goal of such programs is to increase the concentration of women in job areas in which they are now underrepresented.

Bette Stephenson, minister of education, colleges and universities, earlier this month announced details of an incentive fund to increase the representation of women in positions of responsibility in the province's schools. She told the legislature that for approved plans the government would pay up to 75 percent of the salary of an affirmative action coordinator for two years

to a maximum of \$20,000 in the first year and \$18,000 in the second year. In addition, \$200 a day for 15 days would be available for a consultant to do a special study. Boards that already have affirmative action programs will not be eligible for grants toward the salary of an existing coordinator but will be eligible to apply for funds to support special projects leading to affirmative action.

The program could account for half of the \$3 million that is to be set aside for affirmative action incentives in school boards, universities, hospitals, and municipalities. The other announcements have yet to be made, but Murray Le Masurier, manager of equal employment opportunities in the consultation services branch of the Ontario Women's Directorate, said the program for universities likely will be announced within the next few months, once Stephenson has had a chance to discuss it with representatives of the universities. Ryerson and all the community colleges in Ontario already have affirmative action programs.

Robert Welch, deputy premier and the minister responsible for women's issues, defined affirmative action in a speech last March at a conference of school boards as "a series of activities implemented by an employer to identify and correct systemic discrimination — that is, policies and practices which have a disparate and negative effect on certain groups such as women and tend to assign to them limited roles in the workplace." The voters of Ontario, he said, of whom the majority are women, have made it clear that they expect equal access to jobs, goods and services.

To give them this, Stephenson said a

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### Herod lives — for now

"Here Herod rages in the Pageant, and in the street also." Although the Herod seen in the Poculi Ludique Societas version of the Coventry Christmas Play was dressed, as custom dictates, in contemporary Tudor royal vestments, he was very much his blustering and egocentric self during the production's five-day run earlier this month at the Church of the Redeemer at Avenue Road and Bloor. The King of Judea, played by Clyde Whitham, gets his come-uppance in the President's Players' next staging, *The Death of Herod*, in February.

## Stephenson has Bovey report

The Bovey Commission delivered its report on the future development of the universities of Ontario on Dec. 13, about a month late.

Head commissioner Edmund Bovey, accompanied by Fraser Mustard and Ronald Watts, the other two commissioners, personally presented the report to Bette Stephenson, minister of colleges and universities. She indicated it will be released as speedily as possible once it is translated into French and printed — probably during the first or second week in January. The report, with appendices, runs to between 100 and 150 word-processed pages, says Bovey.

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## Affirmative action

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school board would have to

- adopt a formal policy of affirmative action for women employees
- appoint a senior staff member to develop and coordinate an affirmative action plan, which would identify goals and timetables for the hiring, promotion and training of women employees at all levels
- collect and analyze data on the occupational and salary distributions of male and female staff, job competitions, projected vacancies and staff training and development

The same week Stephenson made her announcement, the University of Western Ontario senate approved a plan to create new faculty positions to be filled by women. The plan will be funded by bridge financing, with the university in effect borrowing against future retirements. Only units with forthcoming retirements on or before July 1, 1995, will be eligible.

At Western, 13.5 percent of the full-time faculty is female. The university considers that an unacceptable balance because it is too far from the balance in the general population and, more to the point, the student population. "In an era in which a significant number of potential recruits are women, we would place ourselves at a competitive disadvantage if potential women students and faculty members were to perceive Western to be less attractive than our close competitors as a place where they will be able to fully achieve their potential," Clark Leith, vice-president (academic) and provost, told the senate.

Under the university's policy, the vice-president (academic) may break the base complement ceiling when an outstanding appointment is proposed in an area critical to the future of the unit. Leith intends to grant base complement exceptions in order to appoint outstanding women faculty on the ground that a significant number of such appointments is critical to the university's future.

Faculties or departments would have to apply to him first for permission to recruit and then for approval of the qualifications of the candidate selected.

The plan is to get under way in time for hiring for 1985-86. When it is in full swing, it is expected to cost \$250,000 to \$300,000 a year.

In the opinion of Rose Sheinin, vice-dean of U of T's School of Graduate Studies, Western has hit on "a brilliant proposal to combat what I thought was an insoluble problem". Sheinin is all for the hiring of an affirmative action coordinator at U of T, "if for no other reason than we would have somebody looking at the problem".

Last year, there were 1,221 men and 282 women on the faculty at U of T (excluding medicine and dentistry),

with about 12 times as many men as women at the full professor level, four times as many at the associate professor level and three times as many at the assistant professor level.

The average male professor here earns about \$51,000, the average female professor \$39,000. Though there are more than twice as many women as men on the administrative staff (2,385 to 1,165), women are clustered at the bottom of the salary scale, while men occupy the positions at the top.

Lois Reimer, the status of women officer at U of T, says she hopes that the kinds of studies she does and proposals she makes will lead to employment equity. "The numbers would suggest we don't have it, but there is no overt discrimination," she says.

"It's a case of getting at systemic factors including the composition of search committees, the kinds of searches made, and the number of women working in the field." Is Reimer in favour of the hiring of an affirmative action coordinator at U of T? "Not until I get further into my job. There are steps to be taken before we move that far. I'm not sure what an affirmative action coordinator would do here if he or she were to start next Monday."

Says Gayle Burt, chairman of the status of women committee for the University of Toronto Staff Association: "There is no reason why we can't put affirmative action into place, and right away. As much pressure as possible should be put on the University — and on Bette Stephenson to stop funding universities if they discriminate against women."

Nanci Wintrob, who represents the administrative staff on Governing Council and is a member of the ad hoc committee on the status of women, which represents female faculty, staff and students, would like to see women moved up into higher positions and possibly men moved into secretarial and clerical jobs. Women need to be assisted in gaining experience and skills to move into higher-level positions, she says, but there is no career development available at U of T.

Alexandra Johnston, principal of Victoria College, says young women on the faculty should be given encouragement and support so that they can

acquire the kind of experience that will lead to administrative posts in mid-career. Department chairmen should be made aware of the need for participation even by women with young children. When meetings are held at the end of the afternoon, it's difficult for them to attend, but short-term daycare centres on campus could make it easier. She is hoping to set up a daycare centre at Vic for children of staff and students.

"You have to begin at the beginning, where young female academics have got to be helped, making them realize where their careers are going to go if they simply look after their students and then go home and look after their families. If they do academic joe-jobs in the early parts of their careers, as men do, they get into the complexities of university administration and get known, so that when they hit mid-career they get bigger jobs."

Johnston doesn't think U of T needs an affirmative action coordinator to solve the problem of female representation in administrative jobs held by faculty members, but she thinks equal pay for equal work is a problem that could well be addressed by such a person. She sees inequities in the salaries of women who started out teaching part-time because they had young children and are now teaching full-time, but without the benefit of the raises that came along in the interim.

## Holiday library hours

St. George Campus:

Friday, Dec. 21: all libraries open until 5 p.m.

All libraries closed from Saturday, Dec. 22 to Tuesday, Jan. 1, inclusive, with these exceptions:

Dec. 27 and 28: Robarts (except East Asian and Map Library), Science and Medicine and Sigmund Samuel open from 9 a.m. to 5 p.m.

Regular hours resume on Jan. 2 at all locations.

Scarborough College — Vincent W. Bladen Library:

Dec. 20 and 21: 8:45 a.m. to 5 p.m.

Dec. 22 to Jan. 1 inclusive: closed

Jan. 2 to 4: 8:45 a.m. to 5 p.m.

Jan. 5 and 6: closed

Regular hours resume Jan. 7.

Erindale College Library:

Dec. 20 and 21: 8:45 a.m. to 5 p.m.

Dec. 22 to 26 inclusive: closed

Dec. 27 and 28: 8:45 a.m. to 5 p.m.

Dec. 29 to Jan. 1 inclusive: closed

Jan. 2 to 4: 8:45 a.m. to 5 p.m.

Jan. 5: 10 a.m. to 5 p.m.

Jan. 6: 12:30 to 6 p.m.

Regular hours resume Jan. 7.

## Press Christmas closing

The St. George and Downsview offices of the U of T Press will be closed from Dec. 22 to Jan. 1 inclusive except for Dec. 27 and 28, when they will be open from 8.45 a.m. to 5 p.m.

## Recommended dining

### MASA

Enter through a Japanese rock garden which sets the scene for gracious, relaxed dining in the Oriental tradition, surrounded by wicker, bamboo, and Japanese prints. You can dine Japanese style at low tables or, if you prefer, North American style with normal tables and chairs—



the service is efficient and polite no matter which you choose. Five course dinners present a selection of *sukiyaki*, *teriyaki*, *shabu shabu*, or *yosenabe* as the main course. The latter is prepared in a wok right at your table and consists of seafoods, vegetables and tasty seaweed. The main course is accompanied by soup, sunomo salad (octopus, cucumber and shrimp), tempura, rice, dessert, and tea. AmEx, Chgx. 195 Richmond Street West. 977-9519. Noon-2:30 5 p.m. to 11 p.m. Mon.-Fri. Sat. 5 p.m. to 11 p.m. Closed Sunday. ★★★★★

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a big iron pot which is kept hot at your table. The ingredients are boiled shrimps, lobster tail, crab legs, scallops, white fish and fish cake, green vegetables, and bonito stock. Soup, appetizer and dessert are included. Vegetarians will like the *shyo-jin-ryori* complete dinner—a fascinating mélange of crisp oriental vegetables. There is accommodation for parties of four or more. Licensed. AmEx, Chgx. 459 Church Street, 924-1303. Noon-2:30 5 p.m. to 11 p.m. Mon.-Fri. Sat. 5 p.m. to 11 p.m. Closed Sunday ★★★★★

## Print by Christopher Pratt to be raffle prize

Christopher Pratt's silkscreen print, "Crow and Raven", will be raffled off on Jan. 10 to raise money for renovation of the fine art and music studios of Scarborough College. The print, numbered 26/45 and dated January 1978, is valued at a minimum of \$2,000.

Tickets are \$20 each, and can be bought by calling 284-3309, or sending a cheque (with name and address) payable to University of Toronto to the Division of Humanities, Scarborough College, 1265 Military Trail, Scarborough, Ont. M1C 1A4.

## UNIVERSITY OF TORONTO Bulletin

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# Support at universities for Grossman's tuition stand

## but groups caution that increase in aid must accompany fee hike

Although most of the university community would be willing to go along with an increase in tuition fees, the general reaction to Larry Grossman's recent policy statement is that it would have to be accompanied by compensating increases in student aid, and that it should not be as high as Grossman suggests.

In his campaign for the leadership of the provincial Conservative party, Grossman has gone on record as favouring a series of increases in university tuition fees until they cover 25 percent of the operating costs. Fees should go up by 10 percent a year on

top of the inflation rate until that proportion is reached, he says.

In 1960, tuition fees amounted to 30 percent of total budgets, according to the policy statement; at present they account for only 17 percent.

The Council of Ontario Universities would welcome a staged increase in tuition fees, says Will Sayers, director of communications, as long as the student aid plan was amended exactly in proportion. But Bill Jones, president of the Ontario Confederation of University Faculty Associations, warns: "If it's a way of replacing revenue rather than increasing it,

that's going to create problems."

Fred Wilson, chairman of the university, government and external relations committee of the University of Toronto Faculty Association, says 25 percent is too high. "It's a safe bet, in the light of what's happened in British Columbia, that a substantial increase in fees has a deterrent effect on enrolment, even of those who are quite reasonably qualified. There should be sufficient student aid available to counteract the deterrent effect."

"It's appropriate that a somewhat larger share should be borne by students, especially if there is adequate provision in aid programs for qualified students who could not otherwise afford to come," says David Nowlan, vice-president (research and government relations). "Higher fees do deter some people from coming to university. Our general policy should be to accommodate any student who has the credentials and a desire to come to university. The trick is to reconcile that with our financial resources." In its response to the Bovey Commission, U of T asked that the discretionary amount universities are allowed for tuition fees be raised from 10 to 20 percent.

Nowlan feels that it would not be unreasonable to ask students to demonstrate their desire and motivation to come to university through a

larger contribution to the cost of their education, especially when the financial rewards associated with an education are considered.

Bob Jones, president of the Students' Administrative Council, does not agree. "Ontario's tuition fees are already among the highest in Canada," he says. "This policy could ruin Ontario's record as a world leader in providing accessibility to higher education. It's particularly scary because Grossman is considered to be the most progressive leadership candidate. I hate to think what the others would do."

Michael Shumacher, liaison officer of the Association of Part-time Undergraduate Students, says his association would oppose an increase of about 15 percent a year when the operating grant increase would not be even half that.

William Hoilings, president of the Engineering Society, says his group is prepared to go along with Grossman's proposal as long as the quality of education goes up at the same time. But he stipulates that accessibility should not be affected — student aid would have to go up too. "I guess we're more trusting of the government than most," he said. "If it means we'll get more out of it, we're willing to pay our share."



**Astronauts' reception**

Canadian astronaut Marc Garneau (left), mission captain Robert Crippen (centre right), and back-up Canadian astronaut Robert Thirsk (right) met President George Connell at a Hart House reception Dec. 4 after Garneau spoke to 1,600 listeners in Convocation Hall about his October adventure on the space shuttle Challenger. Among those present at the reception were representatives from the Institute for Aerospace Studies and the National Research Council and members of the Dunlap family, donors of the University's observatory in Richmond Hill.

## Women's studies to sponsor coalition for women's centre

The women's studies program at New College has given official sponsorship to the Coalition for a Women's Centre in its bid to find space at the University. Mary Nyquist, director of the pro-

gram, said, "We endorse the coalition's statement of principles and have sent a letter confirming our sponsorship to Lois Reimer, status of women officer."

"We are concerned to see the centre become a reality," said Nyquist. "The women's studies program could benefit from it, not only by being able to hold events there, but also because our role as an academic body would then be clearer. The women's centre would be the group to go to with political concerns." She added that women's studies, in sponsoring the request for space, would have no financial or legal obligation to the coalition.

The coalition also received endorsement recently from the Association of Part-Time Undergraduate Students.

Lois Reimer is now waiting for a revised application from the coalition. "I will take it, with the letter of sponsorship from women's studies, to the president for review," she said. "I hope it will go to the committee on accommodation and facilities early in the new year."

## New Latin American and Caribbean newsletter

Professor Israel Halperin of New College plans to publish a Latin American and Caribbean newsletter covering science, industry, education, literature, music, politics and other fields. The newsletter, to be sent free on request, will not advocate any cause. Halperin welcomes story suggestions and news items.

Once the newsletter is established, it will be taken over by a society dedicated to improving Canadian awareness of Latin America and the Caribbean.

## Academic affairs approves restructuring of architecture

The Academic Affairs Committee has approved the dissolution of the two departments in the Faculty of Architecture & Landscape Architecture and the creation of two programs instead.

Program chairmen in architecture and landscape architecture are to be appointed by the dean. Under a plan proposed to Vice-President and Provost Frank Iacobucci by a committee chaired by Professor Warren Main of management studies, the dean would be responsible for external relations as well as coordinating the efforts of the program directors, who would be in charge of the academic program, recommending curriculum changes and receiving student views. The committee recommended that offices for the program directors be located in the faculty office near the dean so that the staff can identify with a single administrative office.

Acting dean of the faculty is Peter Wright, who was on the provostial advisory committee. George Baird is acting chairman of the Department of Architecture and William Rock is chairman of the Department of Landscape Architecture.

The executive committee of the faculty council is to consist of the dean, the two program chairmen, the chairmen of the standing committees and one student from each program.

The faculty council, which consists of 33 undergraduate students and 33 internal staff members as well as academic staff from other faculties, representatives of the two professions and representatives of the alumni association, is to remain unchanged for the rest of the current academic

year, but Iacobucci recommended that the faculty be asked to reconsider the issue of parity and council size next year. The suggestion that the student numbers be reduced was rejected by the council this fall.

Before the changes can take effect, the faculty's constitution and bylaws will have to be amended. The recommendations put forward originated in the Main Committee Report on the Administration and Governance of the Faculty.

## Hire a choir

As a way of raising money for a tour of England this summer, the Hart House Chorus is making itself available for private performances "at the price of a good disc jockey". Conducted by University organist John Tuttle, the chorus has a wide repertoire and can appear in chamber configurations (as few as 16 singers) or fully-armed with 70 singing undergraduate and graduate students. The chorus is accepting bookings (preferably made six weeks in advance) up until June.

So far, the "hire a choir" program has resulted in engagements for business functions and a promotional appearance at a shopping plaza. Another fundraising event featured the chorus in tandem with the National Youth Orchestra at St. Paul's Anglican Church in an all-Bach program.



# Research News

## Royal Bank Award

The annual Royal Bank Award for Canadian Achievement honours a Canadian citizen or person domiciled in Canada, or a team of such individuals, whose outstanding accomplishment makes an important contribution to human welfare and the common good. The award consists of \$100,000 and a gold medal.

Candidates may not make personal application for the award, but must be nominated by two or more persons for consideration by the Royal Bank award selection committee. The scope of activity for which the award is made covers a broad range: the natural and social sciences; the arts and humanities; the business and industrial communities.

The deadline for nomination for 1985 is *February 28*. For further information and nomination procedures, contact ORA at 978-2163.

## Thrasher Research Fund

The principal objective of the Thrasher Research Fund is to promote research and demonstration projects which show the potential to significantly affect the health of children. The fund has focused on international health, recognizing that disease bears especially heavily on children in developing countries. The fund pays special attention to insuring that program activities are consistent with national, state and local priorities and resources.

To meet its objectives, the fund has placed priority on the following areas.

## Nutrition

The fund emphasizes practical research and demonstration projects which focus on major nutritional problems of mothers and children in the developing world. Nutrition projects will be considered in the areas of:

1. acute nutritional deficiencies (nutritional blindness, iodine deficiency);
2. measurement of nutritional status;
3. lactation and early feeding.

## Infectious Diseases

The fund gives priority to research on enteric diseases and acute respiratory infections because of the major role these disorders play in illness and death of children. Projects should stress application rather than theory. Applicants should make sure that projects addressing problems in developing countries reflect the realities of local priorities. Projects relating to antibiotics, vaccine development, and diagnostic reagents will not be supported.

## Health Promotion

The fund stresses research and cost effective demonstration projects which educate people in areas such as clean water and sanitation, immunization, nutrition, maternal and child health and other components of primary health care. Specifically, the fund will emphasize multifaceted projects which address the needs of the very poor, can be adapted and applied elsewhere and when possible continue after Thrasher

support ends. Educational methodologies used should be appropriate for the society and culture in question.

There are no deadlines for prospectus submission, a formal application will be requested for those projects receiving a favourable review. For further information and application guidelines, please contact ORA at 978-2163.

## Upcoming Deadline Dates

Alcoholic Beverage Medical Research Foundation — research grants: *February 1*.

Canada Council — exploration grants: *January 15*.

Canadian Physiotherapy Association — scholarships: *February 15*.

Cancer Research Institute Inc. (US) — research grants: *February 1*.

Cancer Research Society Inc. — fellowships, research grants: *February 15*.

James H. Cummings Foundation — research grants: internal deadline for non-medical and medically related applications from investigators outside the Faculty of Medicine, *February 1* at ORA. Applicants in the Faculty of Medicine, *January 15* at the research office of the Faculty of Medicine.

Diabetes Canada — fellowships, scholarships: *January 4*.

Anna Fuller Fund — fellowships, project grants: *February 1*.

Health & Welfare Canada (NHRDP) — MSc and PhD fellowships: *February 15*.

Huntington Society of Canada — fellowships, research grants: *December 31*.

International Union Against Cancer — Yamagiwa-Yoshida memorial international cancer study grants: *December 31*.

Labour Canada — technology impact research fund and university research program, grants-in-aid of research: *January 15*.

Leukemia Research Fund — research grants: *February 1*.

Medical Research Council — major equipment, development grants (category 1), new operating grants, MRC scholarships, subject research development grants (preliminary outline): *February 1*.

National Cancer Institute of Canada (NCIC) — all personnel support: *February 1*.

National Foundation for Ileitis & Colitis (US) — research grants, training awards: *February 1*.

National Huntington's Disease Association — post-doctoral fellowships: *February 15*.

National Institutes of Health (US) — supplementary grants, competing continuing grants: *February 1*.

NSERC — 1985 summer undergraduate program, applications and ranking lists from departments due at ORA *January 7*.

Ontario Ministry of the Environment — research grants: *January 4*.

Ontario Ministry of Health — student awards: *January 15*.

Ontario Ministry of Natural Resources — renewable resources: *January 1*.

Ontario University Research Incentive Fund: *December 31*.

Paralyzed Veterans of America — research grants: *January 2*.

Physicians' Services Inc. (PSI) Foundation — research grants: *December 17*. (Please note extended deadline.)

Royal Bank Award (nominations): *February 28*.

SSHRC — fellowships division, doctoral completion fellowships in management studies (renewals only), strategic grants division,

management reorientation fellowships (renewals only) *January 15*;

Canadian studies research tools: *February 1*.

Solicitor General of Canada — research grants (criminological research): *January 1*.

U of T Research Board, Humanities & Social Sciences Committee — grants-in-aid, research travel grants: *15th of any month*; conference travel grants (April 1 - July 31): *January 15*.

Life Sciences Committee — 1985 summer undergraduate and summer graduate programs, ranked applications from departments: *February 28*.

Pure & Applied Sciences Committee — small grants competition, new guidelines will be available early in January: *January 31*.

# PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

## Monday, January 7

Kerman Jamshed Buhariwala, Department of Aerospace Science & Engineering, "Dynamics of Viscoelastic Structures." Prof. J.S. Hansen. Room 309, 63 St. George St., 2 p.m.

Nancy Porter, Centre for Medieval Studies, "Through a Glass Darkly: An Edition of Aldhelm's Riddles in the Glossed Manuscript British Library Royal 12.c.xxiii." Prof. C. Chase. Room 111, 63 St. George St., 2 p.m.

## Wednesday, January 9

Lynne Patricia Phillips, Department of Anthropology, "Gender, Class and Cultural Politics in Rural Coastal Ecuador." Prof. G.A. Smith. Room 309, 63 St. George St., 10 a.m.

## Thursday, January 10

Cleve Peter Sandy, Department of Education, "The Democratization of Secondary Education in Trinidad and Tobago and Socio-Economic Effects." Prof. M. Handa. Room 111, 63 St. George St., 2 p.m.

# SEASON'S GREETINGS AND A PROSPEROUS NEW YEAR

TO: All At The  
UNIVERSITY  
of TORONTO

FROM: The Staff At

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# Governing Council alumni nominations sought

On behalf of the College of Electors, the chairman, Brian O'Riordan, has issued a call for nominations for two alumni representatives to serve on Governing Council from July 1, 1985 to June 30, 1988. The one-year terms of Barry Papazian, QC (Victoria 1966) and D. Roger Timms (Law 1970) expire on June 30, 1985. Both are eligible for re-election.

The deadline for receipt of nominations is 4 p.m., Tuesday, February 26, 1985. Candidates will be invited to meet with the College of Electors.

A candidate must be an alumnus/a of the University and must not be a member of the staff or a student in the University; must be willing to attend frequent meetings of Governing Council and its committees; and must be a Canadian citizen.

The University of Toronto Act, 1971 as amended by 1978, Chapter 88 defines alumni as "persons who have received degrees or post-secondary diplomas or certificates from the University, or persons who have completed one year of full-time studies, or the equivalent thereof as determined by the Governing Council, towards a degree, diploma or certificate and are no longer registered at the University".

Further information about Governing Council and nomination forms may be obtained by writing the secretary, College of Electors, 106

Simcoe Hall, University of Toronto, Toronto M5S 1A1, or by telephoning 978-6576.

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# New research board leaner, more active

by Janet Dunbrack

The University has a new Research Board that's designed to tackle issues vital to researchers, and respond quickly as an advocate for research when the need arises.

The new board, which first met in May, has 22 members; the board it replaced was almost three times as large. Ten of its members are serving for the first time.

The Research Board's mandate has been defined: to act as an advisory body to the vice-president (research and government relations); review internal grant applications; set priorities or review research proposals where required; advise on or award internal research grants or contingency funds; help assess major research proposals to external agencies; and assist in research advocacy.

A significant change has been the reduction of the number of administrators, leaving the new board composed primarily of active researchers.

Professor David Nowlan, a member of the Research Board for a dozen years before he became vice-president (research and planning) and registrar, says change was needed because the former board was "a very large and unwieldy body. There was no chance to engage with the issues in a continuous way."

Because the old board met only quarterly, much of its meeting time was spent on informing members about research developments. Now, says Professor Robert Jervis, board chairman since 1981, "less time is spent on the information-transfer mode, and more on grappling with current needs, making decisions and acting on them."

The restructuring was a case of the patient diagnosing the illness: in May 1983, the board passed a motion calling for the alterations which led to its new identity. The changes had been coming for a long time, says Nowlan, and they were given impetus by a report on research structures at the University brought out the previous December. The report dealt with the entire question of the status of research and was a "*cri de coeur*" from researchers, according to Professor Geraldine Kenney-Wallace, one of the authors. Kenney-Wallace, chairman of the pure and applied sciences committee of the Research Board, wrote the report at Nowlan's request with Frances Halpenny, then chairman of the board's social sciences and humanities committee (since retired from the chairmanship and replaced by Professor Anthony Doob) and Professor David Mettrick, chairman of the life sciences committee.

The report, which asked the question, "Does the University really care about research?", recommended, among other things, that the board take a more active role in determining the University's research policy and in acting as an advocate for research, both internally and externally.

In addition to strengthening the move to reform the Research Board, the report led President David Strangway to reorganize Nowlan's portfolio to allow him to devote more time to research matters: he gained government relations and lost planning and his function as registrar. The research community would still like to see a vice-president whose sole function is to look after research. Nowlan, who also prepares the University's budget and recently took on the job of salary negotiations with the faculty association, says, "I generally agree with those who say my job is im-

possible. At the same time, being close to other central issues gives me a deep insight into the University and an influence which can benefit research."

He sees the Research Board as helping with the overload problem. "I don't really have a staff in my office and I need to relate to respected researchers in order to do my job."

"So far, I'm very enthusiastic about the new board's work, and they seem to be excited about it, too. When we didn't get through the agenda at the last meeting, the members wanted to get together again. It must be one of the few committees at the University that wants to meet more often."

The research community is hopeful that the new board will improve the climate for research. "I've attended meetings of the new board," says Halpenny, "and find it much stronger and more focused."

"I think things are going to work," says Kenney-Wallace. "There's a new sense of getting things done. There is new blood on the board, not in the sense of an age distribution, but an idea distribution."

The board has already had input into the University's submission to the Bovey Commission, and is considering official reaction to the federal government's research policy.

At the most recent monthly meeting on Nov. 27, the board discussed major research news, including a possible partnership with Northern Telecom and Bell Northern for work on data-voice networks; the establishment of an animal use and care committee by

Nowlan's office; the hiring of a research relations coordinator; a Canadian-Hungarian research institute; the impact of federal cutbacks on research and what the University's response to these should be.

An acute need for advocacy is felt by most in the research community. U of T will lose out unless it lobbies effectively, says Mettrick, citing the toxicology centre as an example. "Another issue of concern in the medical faculty is the establishment of research institutes by hospitals such as the Toronto General and Mount Sinai. What will happen when those research labs move from the Medical Sciences Building to the hospitals? Grateful parents and patients are likely to donate money to the hospitals, rather than to the University. Lobbying by a full-time vice-president of research might have headed this off."

"We must become more proactive with the federal and provincial governments," says Nowlan. "We will also increasingly expand our relations with the private sector. The board members can offer advice and help my office with the contacts and work needed. Every one of them is well-connected and well-known — they can help me and the chairman as ambassadors."

It's not all up to Nowlan and the Research board, says Kenney-Wallace. "Everybody's got to pull their weight. The new board has sharper ears and it's going to be tuned to researchers' concerns, but people must bring them forward."

Jervis wants to establish panels

from the three constituencies (social sciences and humanities, pure and applied sciences and life sciences) in order to involve a wider range of researchers who can act as consultants. Each constituency now has five members on the board. "We need a wider group for advice on such issues as ranking research proposals and administering internal research funds," he says.

"I like to think that the new board is helping," he adds, "contributing to the belief that the University is giving research a higher profile."

Members of the Research Board are: Professors Robert Jervis, chemical engineering (chairman); Robin Armstrong, dean, arts and science; K.G. Balmain, electrical engineering; R.C. Brown, associate dean, SGS; F.I.M. Craik, psychology; A.N. Doob, criminology; James Guillet, chemistry; Frank Iacobucci, vice-president and provost; James Keffer, mechanical engineering; Geraldine Kenney-Wallace, chemistry; Ian Lancashire, English; Brian Merrilees, vice-provost; David Mettrick, zoology; D.E. Moggridge, economics; David Nowlan, vice-president, research and government relations; T.M. Robinson, dean, SGS; Rose Sheinin, vice-dean, SGS; Gordon Slemmon, dean, applied science and engineering; D.C. Smith, dentistry; W. G. Tatton, Playfair neuroscience unit; Derek York, physics; G.H. Anderson, medicine; Carole Gillin, ORA (assessor).

## Universities fail to show how underfunding hurts: study

Universities must document a decline in quality if they wish to provide credible evidence that underfunding is hurting them, according to a recently released study of Canadian universities and financial restraint.

The study, "Please, sir, I want some more", was done by Professor Michael Skolnik and research associate Norman Rowen of the Ontario Institute for Studies in Education (OISE). Skolnik, chairman of the Higher Education group at OISE, said he timed publication of the report to coincide with the Bovey Commission hearings. "I sent an earlier version to the commission six weeks ago," he said, "but apart from a nice letter thanking me for sending it, I have no knowledge about how they may have used it."

"I initiated the study in 1982 out of curiosity — there was a great deal of talk about the decline in quality because of underfunding, so I decided to find evidence. Studies in the US had shown a perception by university presidents of 'gaining ground' academically while 'losing ground' financially," he said. Skolnik and Rowen's study has revealed the same paradox in Canada.

Based on 182 responses to questionnaires sent to presidents and deans of Canadian universities, "pursuing the frontiers of knowledge through research and scholarship" emerged as the major objective of those in charge of institutions and also that perceived as most eroded by underfunding. At the same time, when asked to compare the quality of current academic programs with those of a decade ago,

three-quarters of respondents reported that current programs are of greater quality, including more than one-quarter who felt today's programs are "significantly" better.

The report concludes that "possibly the greatest failing of the universities in the public debate on funding has been to make quality the pre-eminent policy variable and then to be unable to provide any evidence at all as to how quality has been affected by declines in funding . . . It is not sufficient for academics to simply say that quality has declined, or is in danger of imminent decline; where hundreds of millions of dollars are riding on such statements, the university community is under pressure to back up such statements with evidence."

The study notes a considerable difference of perception between universities and government in Ontario as to the financial needs of universities and suggests that the "dissonance" may increase as a result of the review process initiated by the Bovey Commission. Credible research is needed to reduce this gap, the authors conclude.

Skolnik had high praise for U of T's Bovey submission, which he called "outstanding — extraordinarily statesmanlike. It might have been in the University's interest to advocate separation of research and institutional funding, especially given the excellent research that goes on here. Instead, to the University's credit, the brief came out in favour of keeping this funding together. The brief did a wonderful job of explaining how the University operates and how it can be enhanced."

"In the presentations of all universities to the commission, I was pleased to see substantial treatment of the purpose and direction of the university, rather than restatement of the old theme of 'We need more funds, but we're not going to tell you why.'"

Governmental decisions on university funding are a judgement on the social value of universities and the functions they perform, the authors suggest. Giving more money to universities is often held up against cutting funds for health care, a competition higher education is bound to lose, according to Skolnik. "How can you compare pictures in the newspaper of people dying against those of textbooks rotting in a warehouse?" Actually, social services are the real competition, where funding has grown at a faster rate than grants for health care, said Skolnik, adding that the universities should be able to make a good case for themselves in this arena.

If universities decide to go directly to the public with their message, they would be wise to emphasize their commitment to accessibility, he said.

"Quality is too abstract a concept, and runs the danger of being seen as elitist. We will do better if the public sees us as an institution committed to accessibility, serving the needs of the greatest number of people."

The study also looks at university diversification, morale, corporate funding and faculty development and suggests a reconsideration of the role, purpose and style of the university.

Copies of the 216-page study are available from OISE for \$14.50.



# Committee Highlights

## Planning & Resources Committee — Nov. 12, 1984

- recommended that a trust account of \$1,500,000 of Connaught Fund assets be established, with the earnings on this fund to be used to support the operating budget of the Innovations Foundation for up to five years (*Bulletin*, Nov. 19). All surpluses returned to the University by the foundation will be used to repay forgone earnings on the money. One-half of all surpluses returned by the foundation to the University for 10 years following repayment will be credited to the Connaught Fund.

Some members said they believed the Connaught Fund should be used only to fund research and that there were other, better methods of supporting the Innovations Foundation. One member suggested it be supported through the operating budget. Another disagreed in principle with the University's involvement in marketing activities.

The vice-president (research and government relations) said that the Connaught Fund was diminishing in value and that a successful Innovations Foundation is one way of replenishing it. He said that the Connaught Committee's plan of expenditure for the next several years would not be affected by the loss of the interest on the \$1.5 million.

The vice-president (business affairs) said the opportunity to invest \$1.5 million of the Connaught Fund in a particular investment opportunity probably

would have been taken up or not. He noted that some investment commitments were made for periods as long as 15 years.

The chairman of planning and resources said that the Connaught Committee administered the fund on behalf of the Governing Council and that they had recommended the establishment of the Trust Fund.

## The Business Affairs Committee — Nov. 14, 1984

- received the annual report for 1983-84 of the Frederick Harris Music Company and recommended acceptance of its financial statements. The company reported an annual loss, reducing its cumulative surplus, for the second year in a row. The chairman of the company's board noted, however, that this loss was incurred only after payment of royalties to the Royal Conservatory of Music. The vice-president (business affairs) agreed to supplement the annual report with more information on the company's position and prospects and about efforts to improve the relationship between the company and the conservatory. The company wants to retain more of its earnings to finance additional costs and improve its financial position while the conservatory would have to make budget cuts if anticipated royalties were not forthcoming. The company, bequeathed to the University with the object of supporting the conservatory, has generated about \$1 million of income for the conservatory for the past 10 years. The

committee was told that the ostensible losses for the past two years were due to extraordinary circumstances and that the company, which sells materials based on the conservatory's current eight-grade examinations, has been profitable so far in the current fiscal year in spite of uncertainties surrounding the future of the conservatory and its examination system.

A member said the University should come to grips with questions concerning its relationship to its incorporated business operations. The vice-president said he had discussed this issue with the president and he may bring proposals forward within a year concerning the University's management of its ancillaries.

- concurred with the planning and resources recommendation for a \$1.5 million trust account of Connaught Funds, with the earnings for up to five years to go to the Innovations Foundation (see Planning & Resources, Nov. 12). Further funding was inappropriate as the foundation had been founded to develop University inventions to make a profit and it had failed to do so. The committee was told by the vice-president (business affairs), the chairman of the board of the foundation and the foundation's executive director that the expectation of a profit within five years on the basis of a limited investment of \$500,000 was wholly unrealistic. It required periods of eight to 10 years or more to profit from an invention. The initial invest-

ment would suffice only for start-up costs and would not ensure a financially self-sufficient operation in the short term. They said growth patterns at comparable foundation at other universities showed the foundations was doing as well as could be expected at this early stage of development.

They noted that the University's invention policy gave the University ownership of the inventions developed by its faculty using its facilities and the University must either surrender this claim to ownership or take action to exploit the products of its research. The foundation provided many benefits to the University: assistance in obtaining research contracts that generated overhead support and equipment; assistance in obtaining patents for University inventions, etc.

If the foundation should fail, there would be no liability or risk incurred by the University beyond the income forgone by the Connaught Fund for the five years. Even if the foundation were wound up at once, it would leave the University in proprietorship of 30 inventions that were on their way to market, and this would yield income to the University for a period of about 30 years.

A member stated that Governing Council had been specifically assured five years ago that a \$500,000 investment would enable the foundation to attain financial self-sufficiency and Council had approved the spending on the basis of that advice. This appeared to exemplify a recurring pattern whereby Council had approved spending on the advice that it would suffice to meet ob-

jectives only to be confronted later with the need to spend more in order to secure the original investment. She was concerned that Council was making decisions in the absence of essential information.

- approved the granting of early retirement to four academic staff members, two administrative staff and two members of the ROM at a net cost of \$128,122

## The Committee on Campus & Community Affairs — Nov. 20, 1984

The assistant vice-president (student affairs) reported that membership for a provostial working group on sexual harassment is being finalized.

- The executive assistant to the vice-president (institutional relations) gave an interim report on the Varsity Fund. As of Oct. 31, \$1,356,543 has been raised from 14,475 contributors. This is an increase of 13 percent in the number of contributions and of 28 percent in the amount raised over last year at the same time.

The fund has received \$31,540 from 59 companies in corporate matching gifts, also a significant increase over the previous year. This is the first year contributors were able to use VISA or Mastercard.

- approved that, without prejudice to ongoing discussions with the Ontario University Athletic Association and the Ontario Women's Inter-Collegiate Athletic Association, and subject to the decisions of Queen's, Western and McGill to take part, the participation of the University in a realigned intercollegiate competitive structure be approved in principle (*Bulletin*, Dec. 3)

- approved that Professor Kay Armatage be co-opted to campus and community affairs for the remainder of the 1984-85 academic session
- received a draft proposal for a policy statement for the Services to Disabled Persons unit. The policy will be considered for approval at the December meeting

## In Memoriam

Reid Pate, U of T Bookroom, Oct. 26

Born in Kentucky, Pate received his MA in 17th century French literature from Purdue University. He went on to further study at the University of California at Irvine, where he developed a strong interest in Russian literature and history. Emigrating to the Vancouver area in the late 1960s, Pate was for a number of

years business manager of a commune. In Toronto, he became a staff member of the Bookroom nearly 10 years ago and for the past four years was manager of the stationery department.

Friends and colleagues are hoping to plant a tree in his memory outside the new Bookstore location due to open in the spring in the Murray Koffler building.



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## Appointments

### New University archivist

Kent MacLean Haworth has been appointed University archivist, effective Jan. 2, 1985. He succeeds David Rudkin, who has become archivist of the Northwest Territories Archives.

For the past two years, Haworth has

been director of the records management branch of the British Columbia government. Before that he was archivist, then chief of audio and visual records management in the BC government's archives division.

He has a BA from UBC and an MA from the University of Victoria and holds the diploma in archives principles and administration from the Public Archives of Canada. He has conducted workshops on archives principles and administration and lectured on archives at UBC for the master of archival studies program.

### U of T set to reach United Way goal

Gordon Cressy, president of the United Way of Greater Toronto, and President George Connell were on hand to thank coordinators and canvassers in this year's U of T United Way campaign at a reception Nov. 27 at Victoria College ending the campaign. To date, \$265,193 has been donated and, with returns still being made, it is hoped that this year's goal of \$300,000 will be reached.

The 1984 campaign was run by Erindale principal Paul Fox, who served as chairman, Bert Pinnington, director of alumni affairs, and administrative coordinator Geraldine Barnard. The organizers thank all those who contributed.

The Faculty of  
Dentistry's Completion  
Campaign Lottery for a  
Pontiac Fiero was won by  
Janice Way of Kingston,  
Ontario, holder of  
Ticket No. 23572.



# Proposed Budget Guidelines for 1985-86

Following are the 1985-86 budget guidelines which go to the Planning & Resources Committee Dec. 14 for approval.

## Introduction

Each year budget guidelines are prepared and presented to Governing Council in order to give that body an opportunity to discuss the coming year's budget and to approve the framework within which it will be developed. This process helps ensure that Council and the administration are approaching the budget from a shared set of principles.

The first priority governing the establishment of the 1985-86 budget is to maintain the excellence of the academic programs. The budget must be designed to ensure, where budget reductions are required, that the impact on the academic programs will be minimized. Similarly, where additional resources or differential reductions are recommended, there must be a clear linkage between these decisions and the enhancement of the academic goals and objectives.

An effective set of guidelines for the 1985-86 budget must be built upon some understanding of the financial pressures that will confront the University. These are discussed briefly in the next section. By mid-December, these financial issues and the outlook over the rest of the decade had been discussed with members of Council's standing committees and with many campus constituencies. In keeping with procedures adopted during the last several years, the administration has attempted to discuss the budget development and the environment within which it is being constructed with as wide a campus audience as possible.

**Financial Issues and 1985-86 Outlook**  
Budgeting is an annual exercise that attempts to distribute a limited flow of operating revenue among many competing needs, in order best to meet the academic goals and objectives of the University. The operating budget that emerges from this exercise is related to the operating base of the University. Funding for many important activities at the University is not channelled through the operating budget. It does not allocate capital funds, trust funds or restricted funds such as those directed to grant and contract research. In fact, almost half of the funds that we spend each year on research are financed through trust or restricted accounts and not through the operating budget. However, the equipment, building operations, supplies and people supported by the operating budget provide the base or foundation upon which all other activities rest. Thus, our inability to support adequately this base has implications for other things that the University does and for other things that governments and the public expect the University to do. It makes little sense to expect the universities of Ontario, as a matter of public policy, to be able to expand their research and development efforts unless the operating base which supports these efforts is itself better funded.

Many of our attitudes towards the appropriate development and needs of the University of Toronto have been set out in the University's submission to The Commission on the Future Development of the Universities of Ontario (the "Bovey" Commission). After the formal hearings with the University, the administration sent to

the commission the results of an exercise that attempted to estimate the true state of underfunding at the University of Toronto. This exercise took account of the fact that the numbers in our operating budget and in our standard budget projections do not adequately include the cost of equipment or building depreciation, as private-sector accounts would, nor do they incorporate the cost of stabilizing our faculty/student ratios at something less than today's excessively high ratio and of returning the ratio of faculty to support staff to a more acceptable number. These items alone, in our post-hearing representation to the commission, were estimated to be above \$30 million annually, or close to 10 percent of the operating budget. To this deficit must be added the shortfalls that are projected as a result of provincial funding increases that are inadequate to support our present rate of spending.

Leaving aside the unfunded cost of depreciation and the unfunded cost of restoring faculty and support staff ratios, we still face substantial budget pressure and an inability to match resource costs to projected income unless the provincial government alters its current approach towards financing its universities. If, for example, the overall provincial operating-grant increase were to be distributed among universities according to the existing distributive formula (in either its old or its new version), the University of Toronto would receive an increase that was one percentage point below the provincial average. That is, if the provincial increase were five percent, Toronto would receive an increase of only four percent to its operating grant. In addition, the province can no longer count on visa-supplement fees as a growing source of funding since the number of visa students is diminishing in Ontario universities. We anticipate that the formula-allocated visa supplement income to the University of Toronto will be about \$1 million less next year than had previously been expected. As well, the effect of Section 15 of the Canadian Charter of Rights and Freedoms when it becomes law next April may be to alter the pattern of academic retirements and thus to reduce the budget flexibility of the University, especially as it bears on our ability to hire new staff. If the Bovey Commission recommendations are favourable and if they are acted upon by the province, some relief from our present critical financial position may occur. Otherwise, the University faces its fourteenth year of divisional base-budget cuts and the Ontario government will have placed in further jeopardy the operating base of its provincial university.

## Guidelines for 1985-86

With the report of the Bovey Commission as yet unpublished and both its recommendations and the government's response therefore unknown, our initial approach to the 1985-86 University budget must be based on an assumption that the existing structure and distribution of provincial operating grants will continue and that formula fees will increase at about the same rate as the operating grant.

Unless the provincial operating-grant increase is above about 7.0 percent, operating income to the University of Toronto will not be sufficient to cover expenditures needed to maintain the existing staff complement and to provide for the existing level of non-

salary expenditures. Thus, a provincial increase of less than 7.0 percent will entail cuts to divisional base budgets, if budgeted operating income and expenditure are to be balanced in 1985-86.

Each year, this question of balancing budgeted income and expenditure is one that must be considered carefully. Factors that should be weighed in this consideration include the magnitude of any accumulated deficit or surplus, the existence of one-time income or expenditure anomalies in the forthcoming year, the possibility of off-setting in subsequent years any newly budgeted deficit or surplus and the need to maintain the excellence of our programs. Deficits that represent imbalances between base levels of income and continuing expenditures necessarily accumulate and can grow to unmanageable proportions unless measures are taken to adjust expenses or increase income.

In the present circumstances, we believe that the operating budget should be balanced in 1985-86. We realize that this could entail highly stressful divisional budget cuts if the provincial operating grant is low, but the medium-range financial outlook offers little prospect for operating-grant relief of the magnitude that would be required to recover from a deficit in 1985-86. In addition, we have accumulated a small deficit from past operating activities, one that is unlikely to be eliminated during the current fiscal year.

Uncertainties over several matters — the magnitude of the operating grant for 1985-86 and its distribution among universities, the possible impact on retirement patterns of Section 15 of the Canadian Charter of Rights and Freedoms, and the provincial response to the Bovey report — make it difficult to be very definite about the appropriate shape of the 1985-86 budget. We must recognize, however, that immense harm may be done if the operating grant is below the amount needed to permit us at least to retain the present size of the staff complement and the present level of spending on non-salary items. Our ability at this point, therefore, to accommodate within the budget new initiatives or expansions of existing activities is minimal and must be limited to projects that are either of critical importance to the academic functions of the University or that are expected to pay back more than their cost. In effect, this means that no more than the minimal possible allocation of resources should at this stage be assigned to the discretionary category of budgeted spending, and in turn that divisional base budgets should be protected as much as possible.

Among the items that will be reviewed carefully for possible funding are two that we expect to pass the test set out in the above paragraph. These are the provision of budget support for the scholarly publishing activities of the University of Toronto Press and the financing of computer developments that are required for the period following upon the current partnership agreement with IBM Canada which ends in August 1985. The Press has long been a significant adjunct to scholarship at the University and has helped establish the international reputation of our humanities research especially. Computing developments that are currently envisaged will substantially aid a wide range of teaching and research.

Improvements in administrative computing also envisaged are expected to enhance the efficiency with which our academic enterprise is administered. Investment in these initiatives will of course be weighed against other essential academic needs.

The University of Toronto Press has been operating for some time on an inadequate funding base. "Sale" of the Press Building on the St. George campus has temporarily removed much of the debt load so that interest payments to the University are now considerably reduced. Nevertheless, the Press retains a considerable prospect of having an income shortfall in the next few years. We must therefore deal with this problem, since it is accepted that scholarly publishing by the University of Toronto Press is important, both to the University as part of its academic endeavour and to Canadian scholarship. A long-run plan of support from other than the University operating budget is obviously desirable and is being worked upon. In the meantime, we anticipate the need for some level of one-time support for 1985-86.

The possibility of financing computer developments in 1985-86 was created two years ago when several long-running computer-equipment leases were bought out, thus eliminating a base-budget expenditure item of close to \$1 million. The buy-out cost was \$890,000 in 1983-84 and \$684,000 in 1984-85. The difference between these numbers and the base-budget saving has been used to reduce divisional budget cuts in each of the two years.

In recommending this buy-out of existing leases, we included the following in the *1983-84 Budget Report*:

"By 1985-86, most of this base amount will be available for general university purposes and might be diverted at that time towards computing expenditures that may prove desirable after the expiration of the IBM Agreement in August 1985, or towards other computing needs".

If the present agreement with IBM simply lapsed with no replacement and if we maintained our current computing configuration, we would incur computing costs of roughly \$300,000 to \$400,000 annually, costs that are now being covered by IBM Canada. We know that a new cooperative agreement, which we are currently working with IBM to define, will not involve continued support for main-frame facilities at UTCS. This situation has led us to appraise our current computing needs and computer configurations. The details associated with this appraisal are under active consideration by a number of individuals and committees. From work done so far, it appears that it will be possible to achieve a satisfactory alignment of facilities with need for an amount that will not exceed the current one-time-only allocation for the lease buy-out. This amount includes any enhancement that might be made to divisional computing accounts which were changed in the current budget year from entitlement dollars to real dollars. Unless further work leads to a changed opinion, we would expect to include in the 1985-86 budget an allocation for these computing developments.

Computing enhancements that will arise from these developments reduce the need this coming year for an office-automation fund. Expenditures from this fund in 1984-85 have totalled

*Continued on Page 8*



\$200,000 the availability of which has encouraged an additional amount of close to \$400,000 to be allocated by divisions to productivity-increasing or cost-reducing changes. The elimination of this fund, along with anticipated reductions in other one-time-only central-budget allocations such as those to room renovations and alterations and to teaching equipment, will be aspects of our general strategy of minimizing cuts to divisional budgets.

Again in 1985-86, we would like to achieve a high level of budget autonomy within divisions. In spite of intense budget pressure, we do not recommend introducing centrally imposed complement-reduction targets for 1985-86. Divisions will have responsibility for handling as efficiently as possible, from their perspectives and within the limitations of standing principles and procedures, whatever budget cuts or transfers are required.

Existing position-recovery procedures with respect to retirements from among the tenured academic staff will continue. The allocation of new tenure or tenure-stream positions will be made by the provost in consultation with divisions. As much as possible, tenure positions will be allocated on the basis of divisional complement plans.

Budget guidelines that flow from the above considerations must acknowledge the great uncertainty that exists over the state of university financing and provincial government policy that will

affect the University of Toronto during 1985-86. Allowance must be made in the guidelines to permit us both to anticipate and to respond through the budget to new policies or initiatives that may be announced by the province.

*Summary*

In summary, it is proposed that the preparation of the 1985-86 budget be guided by a commitment to the excellence of our academic programs and specifically by the following considerations:

1. Budgeted operating income and budgeted operating expenses should be in balance.
2. Base budget reductions will occur sufficient to balance expenditures with income and be distributed according to institutional priority and feasibility.
3. Discretionary funding for new or expanded initiatives will be limited to projects that are critically important to the academic functions of the University and to those projects that are expected to be financially beneficial to the University; otherwise the principle objective will be to keep divisional budget reductions as low as possible.
4. Some easing of guideline 3 may occur if the level of provincial grant support permits it.
5. In anticipation of a longer run financing plan, provision for bridge funding in 1985-86 may be made for scholarly publishing at the University of Toronto Press.
6. Funding provision may be made

for computing developments at a level not exceeding the amount assigned to "purchase of computer leases" for one-time-only in 1985-86 (see item 15, Table 3, 1984-85 Budget Report).

7. Neither guideline item 5 nor item 6 will be included in the budget if subsequent analysis does not confirm its merit or advantage to the University.

8. The budget will anticipate and respond to any special initiatives or policies that may be announced by the province, including those related to Bovey Commission recommendations, in ways that maximize our financial and academic advantage, provided such responses are consistent with Governing Council policies and with the goals and objectives of the University.

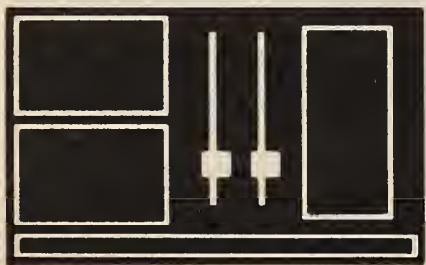
*Standing Principles*

Standing administrative policies and procedures, as described in the document entitled *General Budget Policies and Procedures, 1985-86*, will continue to guide the development of the budget. Despite occasional changes in organizational detail, the University of Toronto has consistently endeavoured to establish and follow a comprehensive system for planning evaluation and budgeting. Such a system must depend partly on quantitative analysis and partly on qualitative judgement. However the system is organized, it must be guided consistently by these principles:

1. The University, its faculties, schools and colleges should have and be guided by reasonable plans. Divisional plans are a matter of official record through the Planning & Resources Committee of Governing Council.
2. Plans should be founded on the academic purposes of the University and its faculties, schools and colleges.
3. Academic purposes should take priority over other purposes.
4. The University's budgets — both operating and capital — should be financial translations of institutional and divisional plans and priorities.
5. The effectiveness of the translation of plans and priorities into budget allocations to particular programs, services and activities should be evaluated periodically according to consistent criteria.
6. Budgetary allocations, whether for increases or decreases, should be differential according to plans, priorities and evaluations.

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# Events

## Seminars

**Banting & Best Diabetes Centre Seminars.**

**Pathogenesis of Type II Diabetes: Insulin Secretion, Resistance and Glucose-Futile Cycles.**  
*Monday, December 17*  
Dr. S. Effendic, Karolinska Institute, Stockholm.  
Basement level, McMaster Building, Hospital for Sick Children, 180 Elizabeth St. 5 p.m.

**Law and Economics Workshop Series.**

**A Comparative Analysis of Consumer Credit Interest Rate Disclosure in the United Kingdom and Australia.**  
*Wednesday, December 19*  
Prof. Anthony Duggan, Melbourne Law School.  
Solarium, Falconer Hall.  
12 noon to 1.45 p.m.  
Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

**Interpreting Texts and Interpreting Nature.**  
*Monday, January 7*  
Prof. David Olson, McLuhan Program in Culture & Technology and OISE; Problems in Literacy series.  
Coach House, 39A Queen's Park Cresc. E. 7.30 p.m.

## Colloquium

**Surface Core Level Shifts of Clean and Adsorbed Covered Platinum.**  
*Wednesday, December 19*  
R. Baetzold, Eastman Kodak Co., Rochester. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

## Meeting

**Archaeological Institute of America. American Philological Association.**  
*Thursday, December 27 to Sunday, December 30*  
Joint general meeting. Royal York Hotel.  
Registration in Convention floor lobby.  
*Information: Sheila Campbell, 978-6596; or Elaine Fantham, 978-2654, messages 978-2576.*  
(Classics and Fine Art)

## Governing Council & Committees

**Planning & Resources Committee.**  
*Monday, December 17*  
Council Chamber, Simcoe Hall. 4 p.m.

**Committee on Campus & Community Affairs.**  
*Tuesday, December 18*  
Council Chamber, Simcoe Hall. 4 p.m.

**Admissions, Curriculum & Standards Subcommittee.**  
*Wednesday, December 19*  
Council Chamber, Simcoe Hall. 4 p.m.

**Audit & Finance Subcommittee.**  
*Wednesday, December 19*  
Board Room, Simcoe Hall. 4 p.m.

**Governing Council.**  
*Thursday, December 20*  
Council Chamber, Simcoe Hall. 4.30 p.m.

## Exhibitions

**Faculty of Architecture & Landscape Architecture.**  
*To December 19*  
Recent projects designed by Eberhard H. Zeidler, Zeidler Roberts Partnership/ Architects. 230 College St.  
Hours: Monday-Friday, 9 a.m. to 5 p.m.

**Robarts Library.**

**Whatever Catches the Eye.**  
*To December 20*  
118 colour photographs by Prof. G. Thaniel, Department of Classics, taken in Canada, US, Cuba, England, Belgium, Holland, France, Germany, Italy and Greece. Main display area.

**The European Communities: A Canadian Perspective.**  
*To December 21*  
A display of books, pamphlets and posters. Display case, south entrance. (Public & Community Relations)

**Scarborough College**  
*January 7 to 25*  
Paintings and lithographs by Don Holman, Fine Art, Scarborough.  
Gallery hours: Monday-Thursday, 9 a.m. to 7 p.m.; Friday, 9 a.m. to 5 p.m.; Sunday 2 to 5 p.m.

## Concerts

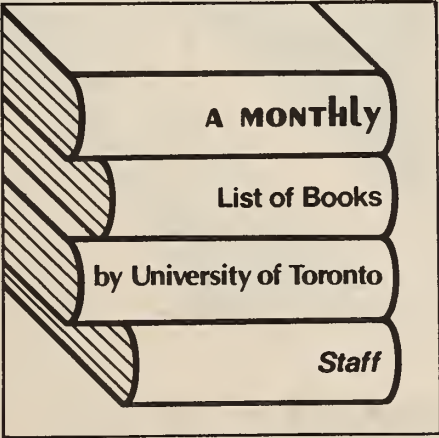
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# Books

*December*  
**Regulation by Municipal Licensing,** by John Bossons\*, S.M. Makuch\*, John Palmer (U of T Press; 120 pages; \$6.50). An analysis, based on municipal experience in Ontario, of a complex segment of government regulation.

**Royal Inscriptions on Clay Cones from Ashur Now in Istanbul,** by Veysel Donbaz and A. Kirk Grayson\* (U of T Press; 144 pages; \$35). The first in a series from the Royal Inscriptions of Mesopotamia project, this volume presents texts discovered more than 50 years ago by a German expedition, until now largely uncatalogued and unedited.

**Correspondance générale d'Helvétius, Volume II, 1757-1760/Letters 250-464,** edited by Peter Allan, Alan Dainard\*, Jean Orsoni and David Smith\* (U of T Press; 456 pages; \$75). This second volume of the *Correspondance* begins with the letter of January 1757, in which Helvétius recounts the attempt by Damiens on the life of Louis XV, and ends in December 1760 when the author, attacked on the stage of the Théâtre Français but eulogized in foreign journals, is contemplating voluntary exile.



*November*  
**Double Tuning,** by Robert Finch (Porcupine's Quill; 100 pages; \$7.95; paper). The eleventh book of verse by Finch, who has twice received the Governor-General's award for poetry.

*Catching Up*  
*September*  
**Globe/Modern Dictionary,** Kenneth Weber (Globe/Modern Curriculum Press; 1268 pages; \$14.95). Developments in the area of remedial reading are incorporated in this tool for basic- and general-level students who have difficulty using conventional dictionaries effectively.

**Pope John Paul II,** by Father Robert Bulbrook, David Booth\*, Patrick Lashmar (Globe/Modern Curriculum Press; 96 pages; \$6.95). A text for sixth- and seventh-grade students providing an historical exploration of the Roman Catholic Church. The book has applications in several disciplines including history, geography, art and music.

*July*  
**The Collected Letters of John Millington Synge, Volume II,** edited by Ann Saddlemyer (Oxford University Press; 400 pages; \$62.50). This volume deals mainly with Synge's letters to his fiancée, Molly Allgood, from July 1907 to his death in March 1909. Allgood was a leading actress with Dublin's Abbey Theatre, acting under the stage name Maire O'Neill, and was the inspiration for two of Synge's most compelling characters, Peggion Mike in *The Playboy of the Western World* and Deirdre in *Deirdre of the Sorrows*.

*U of T staff are indicated by an asterisk when there is multiple authorship or editorship which includes non-U of T staff.*



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# Censorship in the classroom

by Fred Wilson

The Ontario government has placed before the legislature Bill 82: An Act to Amend the Theatres Act. This bill, with its somewhat innocuous title, is aimed at extending the powers of the Ontario censors to regulate the sale and distribution of films and videotapes. Although the bill has had some publicity — the objections of Alan Borovoy of the Civil Liberties Association were reported in the press recently — it has not received the attention on campus that it deserves. For in fact, the enlarged censorship powers that the bill would create, if enacted, could bring the censors into the classrooms and into the research of the university. In other words, implicit in Bill 82 is a severe threat to academic freedom.

One can never be complacent about academic freedom, and so the University of Toronto Faculty Association (UTFA) organized a delegation to make a presentation before the Administration of Justice Committee of the legislature, to record our concerns and request that an exemption for educational institutions be built into the act. The presentation was made by myself representing UTFA and the Canadian Association of University Teachers (CAUT), and by Howard Epstein, the executive director of the Ontario Confederation of University Faculty Associations (OCUFA).

The UTFA brief did not discuss the broad question of censorship that Bill 82 certainly raises, but restricted itself to a discussion of the effects that the changes it proposes would have on universities, colleges and other educational institutions.

In the brief, a number of major

points in the bill were noted.

The Ontario Censor Board is to be renamed the Ontario Film Review Board, but its powers will in fact be considerably expanded. It will continue to have the powers of censorship and classification, and the standards for the use of these powers would, under the bill, be set out by cabinet regulation, and would not, therefore, be subject to input from the legislature or the community. These regulations could be changed at any time, again by cabinet alone.

The bill would exempt the board from the Statutory Procedures Act (Part I) and would allow the board to avoid any obligation to provide a full and fair hearing. This exemption covers decisions regarding approval, censorship and classification of films and tapes. Elsewhere the bill provides that a board decision would be subject to appeal, but only by board members other than those who made the original decision. This provision runs counter to standard legal appeals practice in which the appeal is heard by a different and higher level body.

The bill proposes to extend the powers of the board to distribution as well as exhibition. This would affect distribution of material in any format, including films in the audiovisual library of a university and programs distributed for educational use. The audiovisual library's anatomy, behavioural science and some ethnographic films could be censored or subject to classification as restricted to persons over 18 years of age.

The bill would also require that any premises used primarily for the exhibition of film be licensed. This would include parts of a university or other educational institution in which non-standard (video, 8mm or 16mm) film was regularly used. The bill also provides that if premises are not primarily used for such exhibition, the equipment itself must be licensed. Another section gives to the Theatres Branch director, who is the chairman of the Censor/Film Review Board, the power to refuse to issue a licence "if the applicant is a corporation and the past conduct of an officer, director or shareholder affords reasonable grounds for belief that the applicant will not comply with this Act and the regulations . . .". The possibility of "blacklisting" is clear.

Even if the larger questions of censorship are set aside, it is evident that the changes proposed in Bill 82 have serious and adverse implications for universities, colleges and other educational institutions (including libraries). (1) These institutions hold large collections of film and video tape which have not been previously subject to censorship on the basis proposed in Bill 82. (There are some 10,000 titles in Ontario university libraries.) There is a practical consideration of time involved in obtaining approval and classification for materials held in a

collection, exhibited or made available within an institution or between such institutions.

(2) The extension of the licensing requirement to educational premises and equipment again imposes a practical difficulty on educational institutions in terms of time and fees.

(3) The most serious consideration, however, is the fundamental violation of academic freedom which Bill 82 constitutes. At the University of Toronto, according to the *Memorandum of Agreement* between UTFA and the Governing Council, academic freedom entitles faculty members and librarians to: "(a) freedom in carrying out their activities, (b) freedom in pursuing research and scholarship in publishing or making public the results thereof, and (c) freedom from institutional censorship. Academic freedom does not require neutrality on the part of the individual nor does it preclude commitment on the part of the individual. Rather academic freedom makes such commitment possible."

Bill 82 has the potential to deprive teachers and researchers of material which they require or choose to use in conducting their activities. It also has the potential to infringe on the right of faculty members and librarians to make public the results of research. Finally, it would impose from without a censorship which is inimical to the freedom to teach, research and publish or make public the results of research.

The absence of any clear criteria in the bill and the power given by the bill to the cabinet to make regulations and to the board to carry out its activities pursuant to those regulations paves the way for censorship which violates political freedom and the basic freedom of expression fundamental to the nature of education. Teaching in a variety of disciplines, not the least of which is medicine and health care, requires clear and unselfconscious examination of subject matter which in other contexts the board has con-

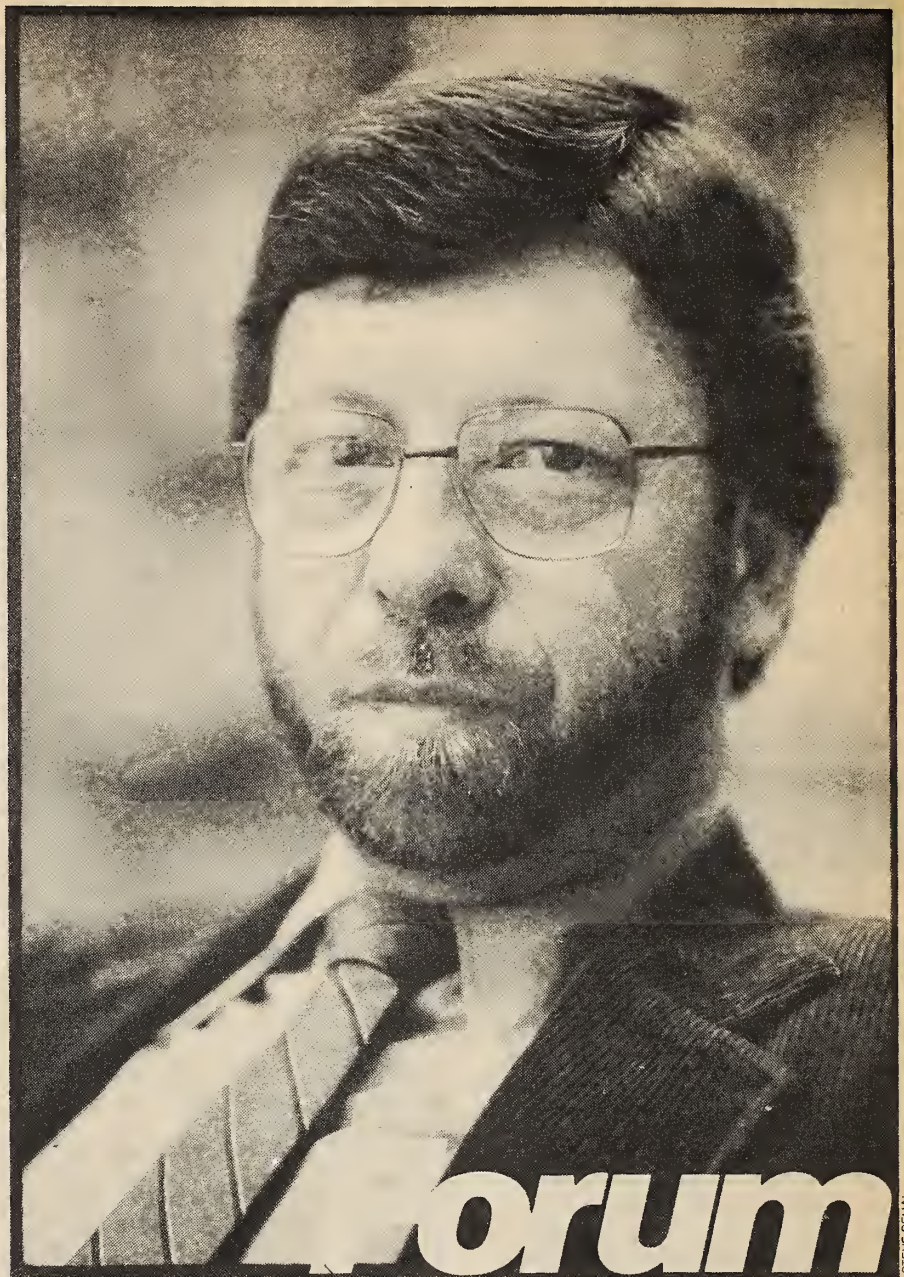
sidered objectionable.

It is for these reasons, and others — it is not possible to provide here an exhaustive list of the difficulties that could arise for educational institutions, broadly defined, if Bill 82 were to pass — that UTFA joined CAUT and OCUFA, and recommended that the bill be amended to exempt educational institutions including, but not limited to, universities, colleges, schools, libraries and museums.

During questioning following the presentation before the committee, it was suggested by the deputy minister for the Department of Consumer & Commercial Relations, under whose jurisdiction the censor board falls, that rather than amending the act to exempt universities and other educational institutions, this could be done in the regulations that cabinet would subsequently have to issue. After all, he argued, to proceed so would permit the ministry greater flexibility, since it is easier for a government to amend cabinet regulations than it is to amend legislation. To this it was replied that this was precisely the point: freedom in teaching and research is sufficiently important that it must be *hard* for governments to infringe upon it.

Bill 82 is being rushed through the legislative process by the government. One can only speculate why. But it is clear that its import escaped many in the university. It shows once again that university teachers and librarians cannot be complacent. Academic freedom can be secured only by a constant vigilance of faculty, librarians and the associations that represent their interests.

*Fred Wilson, a professor of philosophy at University College, is chairman of the university, government and external relations committee of UTFA, and a member of the boards of OCUFA and CAUT.*



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## TAs should not accept their problems

In the Nov. 5 *Bulletin*, William B. Saunders wrote that TAs have no business fighting for job security, for protection against overwork, for a living wage, for protection against sexual harassment, or for safety in the workplace. Mr. Saunders' letter is astounding because he does not, as one would expect, deny that TAs have these problems. Rather, he affirms that all of these problems are indeed real and serious problems for TAs. Incredibly, his position is that TAs should accept these problems and not try to protect themselves against them. I reject this position.

The importance of fighting for job security and protection against overwork cannot be overstressed. TAs do not need positions just for the money, but also for the experience. If positions are cut back and opportunities for gaining teaching experience are decreased, TAs have every right to complain, for their future job prospects are affected. (The integrity of The University As We Know It might be affected too — but not in the way Mr. Saunders seems to think.) Mr. Saunders claims to be grateful to have been chosen to be a TA, but teaching assistantships are not given out simply as a form of charity. TAs are expected to perform a task, and their perfor-



mance of that task is evaluated by their students and their supervisors. If I am overworked and cannot prove the fact (and I certainly would be unable to prove the fact were I not paid by the hour) and if as a result I get poor class evaluations (or do my own academic work more poorly) then my own employment (academic) record suffers. Taking on a teaching assistantship (which I must do to get teaching experience) may actually end up costing me more than it pays me. This is a strange form of "support". TAs have every right to fight to ensure that their "support" really is supportive of, not detrimental to, their future job prospects.

TAs also have every right to ensure that their "support" really is supportive of their daily needs. It is all very

well for Mr. Saunders to talk about how much money a TA *would* get *were* he or she to work for longer hours, but subjunctive clauses won't buy groceries. I am sure a dishwasher *would* make \$30,000 a year, too, *were* he or she to work enough hours.

TAs cannot rely on the labour board, on the good will of departments faced with cutbacks, on other campus groups, or on government building inspectors for solutions to their problems. TAs can only rely on an effective grievance procedure substan-

tiated by strong clauses in the collective agreement. To be acquiescent in a time of cutbacks and to turn a blind eye to the astounding deterioration in TAs' working conditions (which Mr. Saunders himself describes in his letter) is to invite the axeman to stay for tea.

Lorne Falkenstein  
Division I Representative  
Canadian Union of Educational  
Workers, Local 2

## How well did Eldorado work?

To call Eldorado Nuclear "a crown corporation that worked" is to take a very narrow view of things (*Bulletin*, Nov. 19). Certainly, if one were to look at the moral issues brought up by the existence of the Eldorado refinery within the limits of the town of Port Hope, the way in which the firm disposes of its highly toxic refinery waste, the fact that it is willing to use its product far in advance of any understanding of just how dangerous it is, and the fact that its product — when finally spent as nuclear fuel — can, and does, fall into the hands of

international terrorists as weapons-grade plutonium, one would have to question seriously just how well the crown corporation "worked".

As an alternative to Bothwell's book, your readers might be interested in a broader view on Eldorado: Penny Sanger's *Blind Faith: The nuclear industry in one small town*.

J. Douglas Woods  
Division of Humanities  
Scarborough College

## The Blue and White made palatable

At the installation of George Connell on Nov. 16, I had the occasion for the very first time to read the words I had sung so enthusiastically during the nearly nine years I spent as a student at the University of Toronto. Some of those words I found sticking in my throat. In honour of President Connell's accession to the throne of the University, and in this our centenary celebration of the 100th anniversary of the admission of women, I offer the following revised verses to

### The Blue and White

(Words by Rev. Claris Edwin Silcox, '08)

Old Toronto, mother ever dear  
All thy sons thy very name revere  
Yes, we hail thee, ne'er will fail thee  
But will seek thy glory with our  
    might, (yes we are)  
Ever loyal, faithful, frank and strong,  
We will sound thy praises in our song,  
Aye, and cheer both loud and long,  
The Royal Blue and White.

#### Chorus

Toronto is our University  
Shout, oh shout, men of every faculty  
    *Velut arbor aeo*,  
May she ever thrive O God forever  
    bless our Alma Mater.

Soon our college days will all be past,  
Duty bids us part from friends at last,  
But we'll sever, Trusting ever,  
Love for 'Varsity may us unite (unite us)  
Then we'll serve the mother of us all,  
And the merry days of youth recall,  
While, whatever may befall,  
We'll flaunt the Blue and White.

"The Blue and White" (see below).

I think it is the time to make it possible for each and every member of our University community to be able to sing this "anthem" with joy. Perhaps there are others out there whose poetic talents have been waiting for a challenge such as this. Let's hear/see it from them.

Rose Sheinin  
Vice-Dean  
School of Graduate Studies

### The Blue and White

(As revised by Professor Rose Sheinin, '84)

O Toronto University  
We your youth do pledge to honour thee  
Yes, we hail thee, ne'er will fail thee  
But will seek to glorify thy name (oh we are)  
Ever loyal, faithful, frank and strong  
We will sound your praises in our songs,  
Aye, and cheer both loud and long,  
The Royal Blue and White.

#### Chorus

Toronto is our loving Varsity  
Shout, oh shout, you of every faculty  
    *Velut arbor aeo*, may you ever thrive!  
    Oh  
God forever bless our Alma Mater.  
From our college days we'll soon emerge  
Friends made fast in cloister and on verge  
We'll not sever, but keep forever  
Love for Varsity and old T.O.  
Future years will see us each recall  
Students days in Winter, Spring and Fall  
And whatever may befall  
We'll hail the Blue and White.

## Ridout warmly remembered

With nostalgia and regret I read your comprehensive obituary of Godfrey Ridout in the Dec. 3 *Bulletin*. In listing his "memorable achievements", I wish you had included reference to his musical direction of the Victoria College Music Club over a long period in the 1940s and 1950s. While the Vic club may not have achieved the high profile of the Eaton Operatic Society, there are many of us around Toronto and across this continent who remember with warm respect the skillful and witty leadership we received from Professor Ridout, as we rehearsed Gilbert and Sullivan in Alumni Hall and performed in Hart House Theatre.

John Emerson  
Art Education Department  
Faculty of Education



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CANADA

# Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Steve Dyce, 978-5468; (4) Elaine Preston, 978-6496; (5) Christine Marchese, 978-4834; (6) Jeanette May, 978-2112.

**Clerk Typist II**  
(\$14,000 — 16,470 — 18,940)  
Sociology (6), Graduate Studies (1)

**Secretary I**  
(\$15,420 — 18,140 — 20,860)  
Faculty Office, Arts & Science (6)

**Secretary II**  
(\$16,960 — 19,950 — 22,940)  
Policy Analysis (5), Microbiology (5), Graduate Studies (1), Research Administration, two positions (5)

**Benefits Counsellor**  
(\$16,960 — 19,950 — 22,940)  
Personnel (2)

**Administrative Assistant I**  
(\$18,880 — 22,210 — 25,540)  
Computer Science (6)

**Craftsman I**  
(\$15,420 — 18,140 — 20,860)  
Zoology (6)

**Craftsman III**  
(\$23,150 — 27,240 — 31,330)  
Mechanical Engineering, two positions (5)

**Laboratory Technician I**  
(\$15,420 — 18,140 — 20,860)  
Chemical Engineering & Applied Chemistry (5)

**Laboratory Technician II**  
(\$18,880 — 22,210 — 25,540)  
Physiology (5), Pharmacology (5), Banting & Best Medical Research (5)

**Laboratory Technician III**  
(\$20,850 — 24,530 — 28,210)  
Pharmacology (5)

**Marketing Representative**  
(\$24,450 — 28,770 — 33,090)  
Guidance Centre (1)

**Programmer Analyst III**  
(\$28,530 — 33,560 — 38,590)  
Faculty Office, Arts & Science (6), Dean's Office, Arts & Science (6)

**Systems Software Programmer II**  
(\$28,530 — 33,560 — 38,590)  
Computer Systems Research Institute (2)

**Professional Engineering Officer II**  
(\$31,650 — 37,240 — 42,830)  
Mechanical Engineering (5)

**Research Relations Coordinator**  
(\$37,770 — 47,210 — 56,650)  
Vice-President, Research & Government Relations (1)

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